

United For Professional Strength
YCTA/CTA/NEA

YUBA CITY TEACHERS ASSOCIATION
1095 Stafford Way, Suite A · Yuba City, CA 95991
(530) 671-3598 · FAX (530) 671-1601

September 6, 2016

Via Facsimile (530-671-2454) & Email (NAaberg@ycusd.org; DOsumi@ycusd.org)

Nancy Aaberg, Superintendent
Doreen Osumi, Deputy Superintendent
Yuba City Unified School District
750 Palora Avenue
Yuba City, California 95991

Re: Notice of Economic & Unfair Practice Strike

Dear Superintendent Aaberg and Deputy Superintendent Osumi:

For the past year, the Yuba City Teachers Association, CTA/NEA, has worked tirelessly and in good faith to reach an equitable settlement with the District for the 2015/16 school year. We sought a deal that serves the interests of our community, parents, teachers, District – and, above all, our students. We are deeply disappointed that we still do not have a serious bargaining partner.

For nearly a year, the YCTA leadership and membership have watched, with mounting dismay, the District remain entrenched in taking a hardline position based on disrespect and smoke-and-mirror tactics. We have witnessed, with shock, the District violate the Educational Employment Relations Act by, among other things, unlawfully threatening teachers who exercise their legal rights. And, most recently, we received with disgust the District's sham successor contract proposal, a proposal that completely ignores the 2015/16 year and offers deeply deceptive economic proposals.

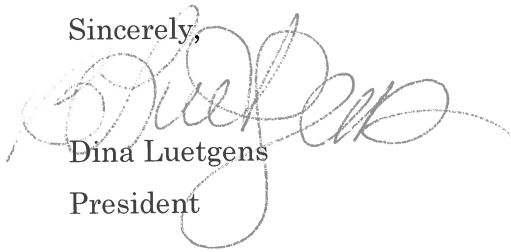
The YCTA membership can only conclude that the District's priorities are profoundly misplaced. How else to explain a District where teachers are paid well below the State average, but administrators earn much more than the State average? How else to explain a District that refuses to acknowledge, much less address, a serious and growing problem with teacher retention, especially in the midst of a teacher shortage crisis? How else to explain a District that thinks it acceptable to violate the law and threaten teachers? How else to explain a District that refuses to seriously and honestly bargain with its teachers?

In the face of this, YCTA has reluctantly concluded that it is necessary to call a strike. As you know, the YCTA membership overwhelmingly authorized a strike last spring. We had hoped that it would be unnecessary to call one. We now see that hope was misplaced. That hope has been dashed by the District's own actions.

Accordingly, please be advised that YCTA has called a strike to commence **Thursday, September 8, 2016**. This is both an economic strike in support of YCTA's fair bargaining demands and an unfair practice strike to challenge the District's violation of California law.

We strike reluctantly, but with resolve. We strike in support of a vision of a better District, one that serves the interests of its students, parents, and teachers – not just its administrators.

Sincerely,

A handwritten signature in cursive script, appearing to read "Dina Luetgens", written in black ink. The signature is fluid and somewhat stylized, with a large loop at the end.

Dina Luetgens
President